





**BEST  
INTENTIONS  
UNINTENDED  
CONSEQUENCES**

**We can believe  
what we choose.**

**We are answerable  
for what we  
choose to believe.**

John Henry Newman, Roman Catholic Priest - 1800s

**DISABILITY IS NOT  
THE "PROBLEM"**

**The Real Problems are  
ATTITUDES and  
PERCEPTIONS  
About Disability.**

**PURPOSE  
OF  
LABELS?**

**Diagnosis**  
★★★  
**Passport**

**For  
Services  
or  
Legal  
Status**

**LABELS**  
↓  
**SERVICES**

**Thinking  
Errors**  
↓  
**NEGATIVE  
OUTCOMES**

***How we use labels:***

- Focus on "Problems/Deficits"
- Predict the Future
- Low Expectations-High Standards
- Presumption of Incompetence
- People Must "Earn" the Right to Belong
- Exempt from Responsibility

**Justify Segregation:  
Dependence, Devaluation, Loss of Opportunities**

**Question**

**CONVENTIONAL WISDOM**

**Rediscover**  
**Common Sense**

**The significant  
problems we  
face cannot  
be solved at  
the same level  
of thinking  
we were at  
when we  
created them.**

**Albert Einstein**

**Deconstruct**  
**DISABILITY**

**A Disability  
is only a  
Medical Diagnosis**

**Never deny  
the diagnosis,  
but always  
deny the  
negative prognosis.**  
Norman Cousins

**Disability is a  
natural part  
of the  
human experience.**  
The Developmental Disabilities Assistance Act

**DISABILITY:  
A BODY PART  
THAT WORKS  
DIFFERENTLY**

**~~“WRONG”~~**  
Do you know what it's like to  
feel wrong 24-hours a day?  
Do you know what it's like to  
be disapproved of, not only for  
what you do and say and think,  
but for *who you are*?  
Joyce Rebata-Burditt

**DISABILITY:  
A CONSEQUENCE  
of the  
ENVIRONMENT**

The difference between  
the right word and  
the almost right word  
is the difference  
between lightning and  
the lightning bug.  
Mark Twain

People First Language	
SAY:	INSTEAD OF:
People with disabilities	Handicapped/disabled
Has a cognitive disability	Mentally retarded
Has a learning disability	Is learning-disabled
Uses a wheelchair	Wheelchair bound/confined
Has a mental health condition	Is mentally ill
People w/o disabilities	Normal, typical, healthy
Accessible parking	Handicapped parking
No more “suffers from,” “afflicted with,” etc.	



